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OFFICE OF THE CITY CLERK  
OAKLAND

  
CITY ATTORNEY'S OFFICE

## OAKLAND CITY COUNCIL

RESOLUTION NO. 89419 C.M.S.

INTRODUCED BY COUNCILMEMBER DAN KALB AND  
COUNCILMEMBER SHENG THAO

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**RESOLUTION URGING UCSF BENIOFF CHILDREN'S HOSPITAL OAKLAND TO NEGOTIATE IN GOOD FAITH WITH THE RESIDENT PHYSICIANS OF CHILDREN'S HOSPITAL OAKLAND TO ACHIEVE AN EQUITABLE COLLECTIVE BARGAINING AGREEMENT THAT WILL ATTRACT A DIVERSE POPULATION OF MEDICAL STUDENT GRADUATES FROM ACROSS THE COUNTRY TO OAKLAND TO COMPLETE THEIR RESIDENCY AND ALLOW RESIDENT PHYSICIANS TO AFFORD TO LIVE NEARBY**

**WHEREAS**, the physician shortage in California and Oakland is worsening. Let's Get Healthy California estimates of a shortfall statewide of 4,700 primary care providers by the year 2025 and an additional 4,100 shortfall by the year 2030; and

**WHEREAS**, Resident Physicians within the Committee of Interns and Residents- Service Employees International Union (CIR-SEIU) have been on the frontlines of the COVID-19 pandemic and are the primary caregivers for the sick, the particularly vulnerable, the acute and other often disenfranchised constituents across the city of Oakland and throughout much of the East Bay; and

**WHEREAS**, American Family Physician Journal found that 56% percent of physicians practice in or close to the community where they graduated from residency. And in California, 77% of physicians who complete residency in California remain in the state, according to the Association of American Medical Colleges; and

**WHEREAS**, Oakland is among the most expensive places to live in California, and one of the most expensive places in the entire United States; and

**WHEREAS**, Children's Hospital Oakland (CHO) resident physicians are experiencing high rates of stress and burnout that are only exacerbated by the financial anxiety of housing costs in Oakland and increasing student debt, which averages a quarter of a million dollars per resident physician; and

**WHEREAS**, a labor dispute involving resident physicians could result in the disruption of vital medical treatments and overall necessary patient care provided in Oakland at UCSF Children's Hospital Oakland; and

**WHEREAS**, a fair collective bargaining agreement is the most effective way for resident physicians at UCSF Children's Hospital Oakland to secure working conditions, salaries and benefits that allow them to live and work in Oakland while providing high quality pediatric patient care; and

**WHEREAS**, a fair collective bargaining agreement also works as a tool to attract medical students from across the country to apply to conduct their residency at UCSF Children's Hospital Oakland; now, therefore, be it

**RESOLVED:** That the Oakland City Council respectfully urges UCSF Children's Hospital Oakland to collectively bargain in good faith with the resident physicians of Children's Hospital Oakland to achieve an equitable and supportive agreement that will attract a diverse population of medical school graduates and allow medical students to afford to live nearby.

IN COUNCIL, OAKLAND, CALIFORNIA,

OCT 4 2022


PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, ~~WINTER~~ KALB, KAPLAN, REID, TAYLOR, THAO AND  
PRESIDENT FORTUNATO BAS - 7

NOES - 0  
ABSENT - 0  
ABSTENTION - 0

Excused - 1 Gallo

ATTEST:

  
ASHA REED  
City Clerk and Clerk of the Council of the  
City of Oakland, California